



REPLY TO
ATTENTION OF

**DEPARTMENT OF THE ARMY
HEADQUARTERS, 7TH INFANTRY DIVISION & FORT CARSON
6101 WETZEL AVENUE, BLDG. 1430
FORT CARSON, COLORADO 80913-4145**

AFZC-CG

1 November 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Policy File #3

1. REFERENCES.

- a. Army Regulation 600-20, Army Command Policy, Chapter 6.
- b. DA Pamphlet 350-20, Unit Equal Opportunity Training Guide.
- c. DA Pamphlet 600-69, Unit Climate Profile Commander's Handbook.
- d. Training Circular 26-6, Commander's Equal Opportunity Handbook.
- e. Fort Carson Regulation 350-1, Mountain Post Training

2. PURPOSE. To provide guidance and establish policy throughout Fort Carson for support of equal opportunity.

3. APPLICABILITY. This policy applies to all Fort Carson units, commands, activities, and personnel, whether assigned or attached to Fort Carson. If outside commands or other parent organizations establish conflicting policies, such policies may apply on Fort Carson only if approved by me.

4. EQUAL OPPORTUNITY POLICY.

a. The policy of the United States Army, III Corps, and 7th Infantry Division and Fort Carson is that discrimination based on race, gender, national origin, color or religion is unacceptable conduct and will not be tolerated. My intent is that this Division will set the standard in III Corps for treating everyone with dignity and respect. We will accomplish this goal by making it our personal and professional business to prevent discrimination.

b. This Division supports the Army Equal Opportunity Policy of providing equal opportunity and fair treatment for military personnel, family members and DA civilians without regard to race, color, gender, religion, or national origin, and provides an environment free of unlawful discrimination and offensive behavior.

c. Rating and reviewing officials shall evaluate each member's commitment to elimination of unlawful discrimination and/or sexual harassment and document significant deviations from that commitment in evaluation reports. Substantiated formal complaints require a "Does not support EO" on the NCOER or the OER. This documentation includes administering appropriate administrative, disciplinary, or legal action(s) to correct inappropriate behavior.

d. I expect every leader will ensure all Soldiers and civilians assigned to their organization clearly understand the equal opportunity policy. Preventing unlawful

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discrimination is everyone's responsibility. Individuals who perceive that they are being discriminated against by superiors, supervisors, co-workers or peers should make it clear that such behavior is offensive and report the harassment to the appropriate authority or office (supervisors, equal opportunity advisors, inspector generals, or staff judge advocates). All complaints must be investigated quickly and thoroughly to ensure fairness. I caution all leaders to be diligent in protecting the rights of the victim and the accused. Retaliation against individuals who allege unlawful discrimination will not be tolerated.

e. Simply put, this Division cannot execute its mission fully and perform as a team if we cannot trust and depend on each other. I require that every leader take steps to enforce a zero tolerance policy regarding unlawful discrimination and work to develop an environment built on mutual respect and fairness for all.

5. SUPERSESSION. This policy letter supersedes Commanding General Policy #4, dated 3 February 2003.

6. EXPIRATION. This policy letter will remain in effect until superseded or rescinded.

7. POC for this policy is EO, 526-9487/3385.



ROBERT W. MIXON, JR.
Major General, US Army
Commanding

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